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Message Text

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ACTION AF-10

INFO OCT-01 ISO-00 CIAE-00 DODE-00 PM-04 H-01 INR-07
L-03 NSAE-00 NSC-05 PA-01 PRS-01 SP-02 SS-15
USIA-06 COME-00 EB-08 LAB-04 SIL-01 TRSE-00 /069 W
----------191427Z 008102 /43
P 191300Z APR 77
FM AMCONSUL JOHANNESBURG
TO SECSTATE WASHDC PRIORITY 5885
INFO AMCONSUL CAPE TOWN
AMEMBASSY PRETORIA
AMCONSUL DURBAN POUCH
AMEMBASSY MBABANE POUCH
AMEMBASSY MAPUTO POUCH
AMEMBASSY MASERU POUCH

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CAPE TOWN ALSO FOR EMBASSY

E.O. 11652: N/A
TAGS: ELAB, PINT, SF, US
SUBJECT: US SUBSIDIARY KELLOGG CHARGE OF VICTIMIZING TRADE UNIONISTS

REF: (A) STATE 84903 (B) JOHANNESBURG 841

1. REGIONAL LABOR OFFICER MET WITH KELLOGG MANAGING DIRECTOR D.A. WOOD ON APRIL 14 TO DISCUSS CHARGES IN THE ENGLISH LANGUAGE DAILY THE WORLD AND WEEKLY FINANCIAL MAIL OF BLACK TRADE UNION VICTIMIZATION.

2. AS IN THE FINANCIAL MAIL REPORT (SEE SEPTEL) WOOD SAID THE FOUR WORKERS WHO HAVE ACCUSED KELLOGG WERE FIRED FOR CAUSE, AFTER APPROPRIATE WARNING NOTICES, AND WITH THE KNOWLEDGE OF THE PLANT WORKS COMMITTEE.

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3. KELLOGG EMPLOYS ABOUT 160 BLACK WORKERS OUT OF A TOTAL LABOR FORCE OF 220. WOOD HAS BEEN AWARE OF EFFORTS BY THE SWEET, FOOD AND ALLIED WORKERS (SFAW) TO ORGANIZE HIS BLACK WORKERS FOR THE PAST TWO YEARS. HE SAID THAT WHEN AND IF A MAJORITY OF BLACK WORKERS BECAME MEMBERS OF THE SFAW, KELLOGG WOULD RECOGNIZE THEIR REPRESENTATION.

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4. BEFORE THE 1974 AMENDMENT TO THE BANTU LA OR REGULATION ACT, KELLOGG HAD A PLANT COUNCIL. THIS WAS SUBSEQUENTLY CHANGED TO A LAISON COMMITTEE INCLUDING BOTH WORKER AND MANAGEMENT REPRESENTATIVES. LAST NOVEMBER THE WORKER REPRESENTATIVES ON THE LIAISON COMMITTEE RESIGNED AND PRESENTED A PETITION TO FORM A WORKS COMMITTEE UNDER THE TERMS OF THE AMENDED BANTU LABOR REGULATION ACT WHICH WOULD EXCLUDE MANAGEMENT REPRESENTATIVES.

5. WOOD REJECTED THE PETITION BECAUSE IT DID NOT HAVE A MAJORITY OF THE BLACK WORK FORCES' SIGNATURES. A BALLOT WAS ORGANIZED IN WHICH ONLY 18 PERCENT OF THE WORKERS PARTICIPATED. AT THIS POINT WOOD INVITED A REPRESENTATIVE OF THE BANTU LABOR RELATIONS BOARD (BLRB) TO EXPLAIN THE DIFFERENCES UNDER THE LAW BETWEEN A WORKS AND A LIAISON COMMITTEE. THE BLRB REPRESENTATIVE WAS SHOUTED DOWN BY THE WORKERS. HE THEN SUGGESTED THEY INITE SOMEONE FROM THE NATIONAL DEVELOPMENT MANAGEMENT FOUNDATION TO DISCUSS THE SUBJECT. THIS WAS DONE AND A NEW BALLOT WAS ORGANIZED WHICH RESULTED IN THE ESTABLISHMENT OF A WORKS COMMITTEE TWO WEEKS AGO.

6. WOOD SAID THAT HIS PERSONAL PREFERENCE IS FOR A WORKS OR LIAISON COMMITTEE RATHER THAN TRADE UNION REPRESENTATION AS LONG AS THE LATTER ARE NOT SANCTIONED BY LAW. HE WOULD BE PREPARED TO RECOGNIZE A BLACK TRADE UNION, HOWEVER, IF A MAJORITY OF KELLOGGS' WORKERS WERE MEMBERS.
KIRBY

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Message Attributes

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Control Number: n/a
Copy: SINGLE
Sent Date: 19-Apr-1977 12:00:00 am
Decaption Date: 01-Jan-1960 12:00:00 am
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 22 May 2009
Disposition Event:
Disposition History: n/a
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